

Family Enterprise Discovery Day

Business Families Centre



Family Enterprise Discovery Day

This one-day course provides your family with customized full-family education in a confidential setting. Specifically designed around your family's unique learning goals, course content is tailored to key family enterprise topics pre-selected by your family. Your family will emerge with practical tools and actionable strategies to start to understand and address both individual and family opportunities and challenges.

Your family Your business Your education

We understand that not all family businesses have the same learning needs, or are at the same stage of family enterprise education. That's why we designed this private, one-day course: to empower your family, with the support of our faculty, to choose the key family enterprise topics that best meet your family's educational goals.

Prior to the start of the course, our faculty will work directly with your family to understand its structure, assess its learning needs and goals, and help select any two of the following topics to comprise the unique content of your family's course: Family Enterprise Essentials, Transitions & Change, Communication & Relationship Management, Leadership, and Governance.

On the day of the course, our faculty will introduce family enterprise education, and then spend the duration of the day on the two topics pre-selected by your family. Each topic has customizable aspects, resulting in tailored curriculum to your family's particular learning objectives.

Non-technical in nature, Family Enterprise Discovery Day is designed as a highly interactive experience. The private, confidential setting encourages open dialogue between family members to maximize the learning experience.



FAMILY ENTERPRISE DISCOVERY DAY
COURSE DATE: Available on demand
FEE: \$6,900.00 + tax

SCHEDULE OR LEARN MORE
604-827-4604 | bfc@sauder.ubc.ca

Core teachings and takeaways

Your family will select any two of the following topics to create its unique course:

FAMILY ENTERPRISE ESSENTIALS

- Define what a family business is, the different forms of family business ownership, and what makes it different from other forms of ownership.
- Explore how family dynamics impact business performance.
- Use family systems theory to explain the unique challenges you face as a family business.
- Apply key frameworks from the field of family enterprise to help structure your thinking and develop a common vocabulary.

TRANSITIONS & CHANGE

- Examine how individual, family, and business life cycles impact change in the family enterprise, and identify best practices for managing that change.
- Explore the six-stages of transition in a family enterprise, as well as common challenges at each stage.
- Identify where each family member is in the transition process, and develop short- and long-term strategies to plan for upcoming transitions.
- Create individual transition timelines.

WEALTH PRESERVATION & TRANSFER

- Discover your family's "wealth profile": how its wealth was created, current status, and options for the future.
- Navigate the opportunities and challenges of transitioning wealth in a way that reflects family values while achieving optimum outcome.
- Build wealth competency in inheritors, ensuring wealth preservation and growth over the long term.

COMMUNICATION & RELATIONSHIP MANAGEMENT

- Identify the unique communication challenges and conflicts facing family businesses.
- Discover each family member's individual communication style and the impact it has on family dynamics and overall behavior.
- Uncover strategies and techniques for effective communication, including how to approach difficult conversations and conflict.

LEADERSHIP

- Identify the complexities of leading a family firm and what leadership means at each stage of the family and the business.
- Discover how to identify and develop the succeeding generation at each lifecycle stage.
- Explore the science of leadership by examining recent discoveries from field of neuroscience.
- Describe continuing leadership opportunities and roles for the founding generation.

GOVERNANCE

- Discover how governance structures can help to clarify roles, facilitate conversation, and resolve sensitive issues.
- Differentiate what governance means for the family, the owners, and the business.
- Discover what governance structures make sense (and when), and how to leverage governance to make better decisions.

Audience

Suitable for family firms at all levels of family enterprise education, and at all stages of planning. All family members (whether active in the business or not) and non-family executives are encouraged to attend the course.

Faculty

WENDY SAGE HAYWARD



Wendy is an adjunct professor at the UBC Sauder School of Business with over 25 years of experience in working with business leaders and family firms. Recognized as a thought leader in creating educational experiences for business families, Wendy has worked with the Business Families Centre to develop and deliver a number of programs for family firms and their professional advisors. In

particular, she facilitates multi-generational conversations on firm continuity, next generation preparation, and governance. A member of a century-old family enterprise herself, Wendy is one of the directors of the board of her family enterprise, which has over 40 partners in the cousin consortium stage.

Business Families Centre

Since 2001, the Business Families Centre has helped business families to address their most complex challenges. Working at the intersection of family enterprise and business acumen, UBC Sauder's Business Families Centre advocates education as the central path to success for all enterprising families. The Business Families Centre is an unrivaled resource for every issue relevant to the family enterprise, including governance, relationship management, wealth preservation, intergenerational transitions, and next generation leadership.

Program Support



SCHEDULE OR LEARN MORE:

To find out more about this course and the Business Families Centre at UBC Sauder School of Business, please contact us at:

604-827-4604 | bfc@sauder.ubc.ca

or visit www.sauder.ubc.ca/bfc